T O D D L . D R E W

330 Bastin Hall
Tommy and Victoria Baker School of Business
The Citadel
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EDUCATION & ADVANCED PROFESSIONAL DEVELOPMENT

Summer 2010 Harvard University Cambridge, Mass.
Institute for Management and Leadership in Education

- Selected as group leader.
- Case submitted was selected from approximately 100 submissions by participants for use in an executive seminar on organizational change.

8/02 – 12/06 University of Nebraska Lincoln, Nebraska
Doctor of Education

- Educational Leadership and Higher Education – organizational development and change emphasis.
- Supporting field business courses (18 doctoral hours) in human resources, operations, information systems, and strategic management.
- Dissertation entitled *The Relationship Between Emotional Intelligence and Student Teacher Performance* defended December 2006.

8/93 – 8/96 University of Maine Orono, Maine
Master of Education

- Student Development in Higher Education – Counseling emphasis.
- Practicum and internship at University of Maine Career Center.

9/87 – 6/89 Ohio State University Columbus, Ohio
Master of Business Administration

- Administration – Strategy Formulation & Implementation emphasis.
- Additional graduate work in public administration completed in fiscal management, economic and statistical analysis, and information systems management.

9/81 – 6/85 Ohio State University Columbus, Ohio
Bachelor of Science, Business Administration

- Marketing – Business Research & Planning emphasis.

- Sales management training and internship with Procter & Gamble.

HIGHER EDUCATION/TEACHING EXPERIENCE

7/21 – pres. The Citadel Charleston, South Carolina
Director of Graduate & Transfer Programs, Baker School
Assistant Professor of Business

- Manage MBA and BSBA degree completion programs.
- Develop and deliver executive education program.
- Teach graduate and undergraduate management courses.

8/19 – 1/20 Wando High School Mt. Pleasant, South Carolina
Career and Technical Education Teacher

- Taught Discovering Computer Science introductory course.
- Advised assigned sophomore students.

8/15 – 8/18 Nebraska Wesleyan University Lincoln, Nebraska
Assistant Professor of Business

- Taught strategic management, human resources, principles of management, quantitative methods, information systems, and a freshman seminar on technology.
- Created and taught an organizational development and change course for the graduate program.
- Served as PBL advisor, summer advisor for new students, and on student conduct and academic standards committees. Advisor of the Year (2016/2017).

8/99 – 6/15 Peru State College Peru, Nebraska
Vice President for Academic Affairs *(7/07 – 6/15)*
Dean of Faculty and Graduate Programs *(1/07 – 6/07)*
Dean of School of Professional Studies *(8/00 – 12/06)*
Assistant Professor of Business *(8/99 – 12/06)*

- Vice President for Academic Affairs: Led curricular assessment and enhancement efforts, enforced and revised policies, engaged in academic technology and facilities planning, coordinated accreditation activities, and interacted extensively with various constituencies. Directed distance education, dual credit, academic orientation course, student engagement, and other academic programs. Had responsibility for student affairs, including discipline and athletics, before reorganization in January 2009. Extensive work on human resources policy and practice development for institution and system, including labor negotiations, contract administration, performance evaluation

and management, and compensation planning. Worked on regional economic development initiatives.

- Dean of Faculty and Graduate Programs: Supervised faculty and instructional processes across all programs through three Associate Deans, a Director of Online Programs, and the Director of Graduate Programs. Supervised all graduate internships and research projects. Developed new graduate courses.
- Dean of the School of Professional Studies: Facilitated the activities of faculty members in business, computer & management information systems, criminal justice, and psychology fields. Managed College's Lincoln Center. Supervised internships and worked with community colleges to promote degree completion programs. Acted as new student and career advisor. Extensive work on program development, including new degree/major approvals. Managed school's budget and technology resources.
- Assistant Professor of Business: Taught undergraduate business policy, operations management, human resources management, organizational behavior, business finance, and various upper division marketing courses. Taught graduate organizational development and economic development courses. Advised business student organization.

1/99 – 8/99 College of Saint Mary Omaha, Nebraska

Interim Business Administration Program Director

- Position involved teaching and administrative duties. Taught business policy and organizational behavior.
- Also taught operations management for Peru State College during this period.

8/97 – 12/98 University of Nebraska Lincoln, Nebraska

Teaching Assistant

- Taught two sections of elementary quantitative methods and/or operations management each semester.
- Highest rated teaching assistant in the department.

1/94 – 5/97 University of Maine Augusta, Maine

Assistant Professor / Instructor of Business

- Taught strategy & policy planning, organizational behavior, human resource management, operations management, business finance, marketing, total quality management, and introduction to business.

- Also taught operations management and financial management at the graduate level for Thomas College and marketing for New Hampshire College during this period.

OTHER EXPERIENCE

7/90 – 5/97 Advanced Planning Services Hallowell, Maine

Management Consultant (Independent)

- Developed and reviewed strategic and new venture business plans, acted as an organizational change facilitator, and completed market research studies.
- Clients included the Maine Municipal Association, Maine Department of Transportation, Maine Natural Areas Program, Maine School Administrative District #50 (as a community strategic planning consultant concurrent with and after Business Manager duties below), and a variety of private enterprises.

11/91 – 11/93 School Admin. District #50 Thomaston, Maine

Business / Human Resources Manager

- Responsible for accounting, human resources, transportation, facilities, and food service activities through supervision of department directors.
- Prepared and controlled $5 million operating and grant budgets. Developed and implemented new accounting and reporting systems. Negotiated and prepared labor and other contracts.

7/89 – 6/90 Ford Motor Company Dearborn, Michigan

Financial Analyst / Budget Administrator

- Coordinated activities of 21 program budget officers as they related to the development of business plan financials, $114 million in operating budgets, and monthly forecasts for division's business planning, engineering, and marketing departments.
- Completed business unit and new program approval request reviews and made recommendations to senior management.

11/85 – 6/89 Central Ohio Transit Authority Columbus, Ohio

Senior Financial & Service Analyst / Grants Administrator

- Coordinated development of strategic operations projections and $38 million annual budgets. Administered grants, including a complex $10 million construction project grant involving several other organizations participating in a downtown development initiative.

- Completed market research and service improvement studies. Worked with stakeholder groups to resolve problems and investigate new service options.

10/82 – 6/85 Ohio State University Columbus, Ohio

Student Program Manager / Orientation Advisor

- Managed student security programs for the Residence Life Department.
- Presented orientation programs to new students.

PUBLICATIONS/PRESENTATIONS/RESEARCH

Extensive compensated corporate research experience, including market potential, pricing strategy, advertising effectiveness, perception trend, and corporate culture studies.

Desplaces, D.E., McMuellen, K. & Workheiser, C., & Drew, T. (In press). Route Success: Case Study Connecting Design Thinking to Student Success. International Journal of Teaching and Case Studies.

Congden, S., Bethel, H., Desplaces, D.E. & Drew, T. (In press). Space tourism: an Industry with a Future? The CASE Journal.

Drew, T. L. & Hanson, D. (2013). The Self-Study as a Strategic Event: Cultural Change Through Coordinated Self-Study and Strategic Planning Processes. *Higher Learning Commission Collection of Papers on Self-Study and Institutional Improvement 2013.* Presented at the Higher Learning Commission 2013 Annual Conference. Selected for track best paper award.

Drew, T. L. (2010). The Relationship Between Emotional Intelligence and Student Teacher Performance. *Teacher Education and Practice*, 23(2), 157 – 180.

Drew, T. L. (2008, August). *Gap Analysis: A New Look at Identifying Community Opportunities.* Presented at 2nd Annual Southeast Nebraska Regional Economic Development Summit, Peru, NE.

Drew, T. L. (2006, July). *Academic Life Preservers: Saving a Floundering Student.* Presented at 1st Annual Distance Education Training Conference for Peru State College, Peru, NE.

Drew, T. L. (2006, July). *Strategies to Decrease Cheating: Promoting Academic Honesty in Online Courses.* Presented at 1st Annual Distance Education Training Conference for Peru State College, Peru, NE.

Drew, T. L. & Tande K. (2004). *NCATE Dispositions Standard Implementation Survey: Summary of Results.* Unpublished manuscript, on Peru State College website for six months in 2004, over 500 hits recorded.

Drew, T. L. & Work, G. G. (1998). Gender-Based Differences in Perception of Experiences in Higher Education: Gaining a Broader Perspective. *Journal of Higher Education,* 69(5), 542 – 555.

Guest lectured on trends in marketing information system approaches used by U.S. businesses for the Strategic Marketing Seminar given at the Asian Institute of Management (Philippines) – Summer 1998. Traveled to the Philippines to conduct research on small and medium enterprise information/training needs and barriers to trade as part of USAID grant. Worked with Asian Institute of Management (AIM) faculty.

HIGHLIGHTS OF SERVICE & ACCOMPLISHMENTS

While serving at The Citadel:

- Worked with a variety of key individuals and departments to improve MBA enrollment to record level, currently 45% up over the past average operating levels before arrival
- Stabilized declining enrollments in College Transfer Program
- Worked with global organization as executive coach/consultant (23/24)
- Appointed to State-wide Military Credit Mobility Task Force (23/24)
- Proposed Bachelor of Applied Science Program (22/23)
- Developed and taught in executive development institute (22/23)
- Completed Cliffton Strengths Certification for Coaching Individuals, Managers, and Teams (22/23)
- Led MBA entry courses revision and approval process and redesigned initial course (22/23)
- Appointed to accreditation QEP Steering Subcommittee (22/23)
- Wrote Bachelor of Applied Science proposal (22/23)
- Led MUSC PharmD/MBA Concurrent Degree Program re-approval process (22/23)
- Member of Provost's Graduate and CTP Programs Task Forces (21/22)
- Member of Baker School Strategic Planning Committee (21/22)
- Appointed to Charleston Metro Chamber of Commerce Talent Advisory Committee (21/22)
- Revised Management & Organizational Behavior course (21/22)
- Serve on School Curriculum and Assessment Committees (21/22, ongoing)
- Developed MBA and CTP marketing plans (21/22, ongoing)
- Managed MBA and CTP program evaluation process (21/22)

While serving at Nebraska Wesleyan University:

- Elected by faculty to Undergraduate Academic Standards Committee (17/18)
- Elected by faculty to Student Conduct Board (17/18)
- Phi Beta Lambda Advisor (15/16, 16/17, 17/18)
- Selected by Student Senate and faculty as Advisor of the Year (16/17)
- Member of NEH grant application working group (16/17 and 17/18)
- Member of Experiential Learning working group (16/17)
- Member of Faculty Governance working group (16/17)
- New Student Summer Advisor (Summer 2016)
- Academy of Management Peer Reviewer (15/16)
- Developed new freshman seminar course with technology focus and a new graduate course in organizational development and change

While serving at Peru State College:

- Served as College's representative to the Southeast Nebraska Partners for Progress economic development group (13/14 and 14/15)
- Nominated by faculty and elected as honorary member of Alpha Chi National College Honor Scholarship Society (2014)
- Directly supervised Distance Education Department activities (13/14 and 14/15)
- Secured grant funding and consulting support for Open Educational Resource (OER) course redevelopment and coordinated math and English developmental course redesign process (13/14)
- Proposed, created, and implemented new Institute for Community Engagement (ICE) (12/13)
- Developed and coordinated Student Engagement Enhancement (SEE) initiative (10/11, 11/12, 12/13, 13/14)
- Coordinated Higher Learning Commission Self-Study Process (09/10 and 10/11)
- Coordinated General Studies and degree program revision process (09/10 and 10/11)
- Planned and coordinated comprehensive academic technology enhancement initiative investment of over $400,000 (9/10 and 10/11)
- Coordinated Title III grant application development process (10/11)
- Advisory Board member for Regional Innovation Grant (RIG) economic development project for a 12 county area of southeast Nebraska (08/09 and 09/10)
- Coordinated COLL 101 Intro to College redevelopment process (08/09)
- Participated in Council of Presidents meetings and gave President's Report to the Board during period of interim presidency (08/09)
- Developed and implemented two administrative reorganization proposals (Four Dean Model and Academic Resource Center Process-Oriented Model, 08/09)

- Led mission statement review and revision process (07/08)
- Worked with faculty to developed new shared governance model (07/08)
- Significant involvement in graduate education degree cohort program review and revision (07/08)
- Worked with faculty to develop new professional development funding policy and procedures (07/08)
- Led Honors Program review and revision process (07/08)
- Developed graduate certificate in Organizational Development (07/08)
- Led revisions of IRB policy and graduate program thesis, action research, and internship procedures and related documentation (07/08)
- Standards and tests reviewer for national Phi Beta Lambda Business Programs assessment initiative (07/08)
- Procured and implemented Turnitin.com program to enhance academic integrity (07/08)
- Coordinated development and implementation of online adjunct training conference (07/08, 06/07)
- Developed and secured funding for the Selective Entrepreneurship and Economic Development (SEED) Scholarship program (06/07)
- College representative for faculty negotiations – Administrative Team (14/15, 12/13, 10/11, 08/09, 06/07, 04/05)
- Outside reviewer for professional and support staff reclassification requests (06/07, 04/05)
- Served as Interim Dean for the School of Arts & Sciences (07/08, 06/07)
- Website Redevelopment Committee Chair (05/06)
- Award-winning peer reviewer for the Institute of Behavioral and Applied Management (IBAM) annual conference (06/07, 05/06, 04/05, 03/04)
- Developed college's new graduate program – the Master of Science in Organizational Management (MSOM) and led approval activities through Coordinating Commission level (05/06)
- Developed curriculum for Higher Education and Organizational Development option for the School of Education's graduate program (05/06)
- Coordinated planning for offering CMIS and Accounting degrees online (05/06)
- Wrote college's Technology Building proposal for federal lobbyists (05/06)
- Developed college's credit for prior learning policies and procedures (04/05)
- Served as Interim Dean for the School of Education (04/05)
- Served on School of Education Assessment Committee (04/05)
- Served on 1% for Art Committees for new facilities (07/08, 04/05)
- Served on Computer Grievance Committee and negotiated resolutions (04/05)

- Revised School of Education selection and termination policies, and student teacher evaluation process and instruments (04/05)
- Developed College 401 Transition Strategies course concept (04/05)
- *Journal of Higher Education* paper reviewer (04/05)
- Created and coordinated new faculty orientation process (04/05)
- Production/Operations Management text reviewer (04/05)
- Coordinated planning for offering online degree options in Management, Marketing, Applied Science – Management, Criminal Justice, and Psychology (03/04)
- Developed six undergraduate online certificate programs (03/04)
- Secured funding for and coordinated development of a new computer lab (03/04)
- Developed new faculty evaluation form and procedures (02/03)
- Developed new Computer and Management Information Systems option (02/03)
- Served on college's Budget Reduction Council and wrote several efficiency improvement proposals (02/03)
- Developed new International Field Experience program for Business Department and secured funding for 15 scholarships (02/03)
- Supervised launch of new off-site education center (02/03)
- Led college's strategic planning initiative and wrote first draft of plan (02/03, 01/02)
- Led development of new Criminal Justice degree (01/02)
- Led development of new Psychology degree (01/02)
- Led revision of all business programs, including a new conceptualization of the applied science degree completion program and associated relationships with community colleges (01/02)
- Developed new policies and procedures for supervision of internships (01/02)
- Supervised termination of Industrial Technology program (00/01)
- Led instructional enhancement study process for School of Professional Studies (00/01)
- Acted as Phi Beta Lambda Advisor and supervised field experience to study state-of-the-art entrepreneurship models in Florida (00/01)
- Wrote tests for High School Business Contest competition (00/01)

PROFESSIONAL MEMBERSHIPS

Society for Human Resource Management